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23-61
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Aging

U.S. Department of HEALTH, EDUCATION, and WELFARE

No. 27 -- January 1957

The U. S. Department of Labor Reports on Employment Opportunities for the Older Worker

by
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U. S. Department of Labor

During the past year the Department of Labor has initiated a six-point attack on the real or imagined roadblocks that stand in the way of increased employment opportunities for middle-aged and older workers. This has resulted in the following significant accomplishments:

1. Pension Costs and Hiring Policies--With the aid of a distinguished committee of pension and insurance experts, it was found that employers need not, and should not, deny employment to older workers because of the alleged increase in pension and insurance costs. It is, in fact, more likely that the eventual pension costs for younger workers will exceed the amount that is currently being put aside (based on current earnings) for this purpose. This is so because the size of the pension usually depends on length of service and terminal earnings of the individual worker, and the younger worker, rather than the older worker, will have the greater opportunity to achieve higher and higher earnings over the full period of employment. The results of this project are summarized in "Pension Costs in Relation to the Hiring of Older Workers," Bureau of Employment Security Publication No. E150, September 1956. 25 cents.

2. Job Performance and Age--A pilot study on the comparative performance of older workers in selected plants in the footwear and men's garment industries shows that there is no significant decline in output per man-hour through age 54, and that on the average the de-

cline after 55 is smaller than variations within age groups. Individual performance varies so widely from worker to worker, regardless of age, that the only sensible policy would appear to be that of hiring on the basis of the individual's experience, skills, and abilities, without regard to date of birth. The results of this project are summarized in "Job Performance and Age: A Study in Measurement", Bureau of Labor Statistics Publications No. 1203, September 1956. 45 cents.

3. Older Workers Under Collective Bargaining--A study of 1,687 collective bargaining agreements covering 7.5 million American workers showed that the worker growing old in the service of the employer is generally assured a greater degree of protection on the job and more liberal benefits than his juniors in point of service. From the terms of most agreements, however, the older job applicant, whether or not he is a member of the union, can expect no preferential treatment and little protection against discrimination on the basis of age. Only a relatively small proportion of the major agreements studied contained a requirement that a certain proportion of older workers must be hired, or a pledge made on the part of management to avoid discrimination against older applicants. Some contain provisions for transfer to lighter work.

A study has also been conducted of the effects of collectively bargained health, insurance, and pension plans on the older worker. The results of both these studies are summarized in "Older Workers Under Collective Bargaining: Part I. Hiring, Retention, Job Termination; and Part II. Health, Insurance, and Pension Plans", Bureau of Labor Statistics Publications No. 1199-1 and 1199-2, September 1956. 25 cents each.

4. Employment Opportunities for Mature Women.--Earning Opportunities Forums for mature women have been conducted on a pilot basis in Baltimore and Boston. As a result of these demonstrations, a "how-to-do-it" guide has been prepared to stimulate similar community programs in other parts of the country. These forums serve a useful purpose in bringing together employers who need workers and older women who need jobs, and in stimulating community programs of guidance, training, and placement for older women who are skill-rusty or who want to learn a new skill. The results of this project are summarized in "How to Conduct an Earning Opportunities Forum in Your Community". Women's Bureau Leaflet No. 25, 1956. 15 cents.

5. Older Worker Problems and Adjustments in the Labor Market.--Employers, workers and employment security offices in 7 major cities cooperated with the Department of Labor in examining patterns of employment and turnover, and employment policies and practices by age, sex, occupation, industry, and size of firm. Detailed study was also made of the characteristics of the older unemployed as compared to younger unemployed, and older employed groups of workers. The studies showed that in the 7 cities combined, 40 percent of the unemployed were 45 and over, as compared to 35 percent of the employed. At the same time those 45 and over constituted 24 percent of those separated from employment and only 22 percent of those hired.

There was a persistent evidence of age restriction in hiring and separations in larger firms and in firms with pension plans. Generally, the older unemployed compared favorably with the younger unemployed in levels of skill, job stability, and earnings. However, the older unemployed generally had longer duration, and more frequent spells, of unemployment, less formal education, and a somewhat higher incidence of disability as age increased. The results of this project are summarized in "Older Worker Adjustments to Labor Market Practices", Bureau of Employment Security Publication No. R151, November 1956. \$1.25.

6. Strengthening of Counseling and Placement Services.--Based on a demonstration project in the same 7 cities, it was found that local employment offices can quadruple placements for older workers by intensive counseling and placement effort. On July 17 the Department therefore authorized about half a million dollars to be spent by the States to augment their existing services by appointing older worker placement and counseling specialists in each State office and in about 70 major cities throughout the country. The results of this study are summarized in "Counseling and Placement Services for Older Workers", Bureau of Employment Security Pub-

lication No. E 152, September 1956. 50 cents.

A follow-up on the action taken by the States to implement the employment service program for older workers as of November 1, 1956, showed that virtually every State had selected its State office specialist and that older worker specialists had been designated in more than 100 major offices. It is anticipated that about 150 major offices will have designated older worker specialists before the end of the fiscal year, or more than twice the number originally suggested to the States by the Department of Labor.

This response by the States to the need for such specialized services is evidence of growing concern for the older worker stimulated by the results of the Department of Labor's program and the keen interest evidenced by legislative and administrative inquiries and studies initiated by a growing number of States.

Copies of all publications summarized above can be secured from the Superintendent of Documents, Washington 25, D. C.

Exploring Education Interests Of Older People

(The following is based on material sent to us by Georgene E. Bowen, Director, Education-Recreation for Older People, Health & Welfare Council of Philadelphia. Ed.)

Do older people want to learn? There has been much conflicting evidence and opinion on this subject. The survey recently concluded by the Committee of which Miss Bowen is the director is, therefore, of more than ordinary interest.

"We are not concerned about people who do not need educational opportunities," the Committee states, "but rather those who have needs which have not been met in younger years." People have "the right of free choice to use educational opportunities for profitable employment," but also they should be "free to pursue something they get pleasure from doing" and a "prideful sense of accomplishment."

Within local Golden Age Clubs, Miss Bowen reports, there was ample evidence of members' interest to learn, and new educational interests were generally pursued with enthusiasm. But at the same time, relatively few older adults were making use of the community's tremendous facilities. Estimates on enrollment of older people in six adult education programs showed the number to be discouragingly small. In an effort to discover what was wrong the Committee polled the membership of the area's 130 Golden Age Clubs and Centers. Instead of phrasing the question around the austere word "education", it simply asked "What would you like to learn for fun?"

In the club poll 56 subjects of interest were

named by older members and in the 6 adult school systems 124 subjects in which the older pupils were enrolled included some additional categories. An unduplicated count of 150 subjects of interest to older adults were thus identified giving considerable indication as to what the older person wants to learn. Summarized, he wants to:

- make things with his hands;
- express himself creatively through drama, music, arts, photography;
- develop skill in managing home and personal affairs;
- refresh his home-making and home-improvement skills;
- acquire poise through etiquette and public speaking, etc.;
- increase knowledge of care of health and body;
- improve selected skills and trades to supplement his budget;
- acquire elementary and high school education;
- keep abreast of the times and people at home and abroad;
- delve deeper into religion and church history;
- study languages and social sciences;
- dip into logic and philosophy;
- gain skill in selected games and sports;
- seek greater self-understanding;
- consider problems of retirement.

Many of the 150 subjects older people asked for are offered by the area's excellent adult schools. They were, therefore, questioned as individuals and groups as to why they did not enroll. Their answers were indicative of the need for special thought and planning on the part of the community:

They prefer day-time classes because they are fearful at night, can't see as well; weather is pleasanter; they feel less tired; time hangs heaviest in daytime; physical plants of most school buildings present a problem in that they have been designed for children and adolescents. For the aged there are too many steps to climb; desks and chairs are not comfortable; lighting is inadequate; acoustics are poor; buildings have long and remote approaches. They prefer the comfortable attractive rooms where they already meet, but they want their educational classes held at times other than their social meeting periods. They prefer to study with their peer group; to have a teacher who is middle-aged, or older.

The Committee concludes that senior citizens can learn, that many will choose to do so if given a suitable opportunity, that such learning can enrich their hours of leisure in later life, and improve their mental health.

For a copy of the full report send 25 cents to Education--Recreation Division, Health & Welfare Council, 311 South Juniper Street, Philadelphia 7.

Conference Notes

The Fourth International Gerontological Congress will convene in Merano, Italy, on July 14, 1957. Scientific papers will be presented in two parallel sections of the Congress: Biological and Medical Research and Social Gerontology and Social Welfare. The Social Research Committee of the International Association of Gerontology is working vigorously with Association President Dr. John H. Sheldon and Congress President Dr. Enrico Greppi to plan a high-caliber program.

The 6 Social Gerontology sessions are being organized around: Economics of Aging and Old Age; Work and Retirement; Family, Community, and Institutional Care; Impact of Illness; New Patterns of Living for Middle and Old Age; and Problems of Aging in Countries Not Yet Highly Industrialized. A primary objective of the Congress will be to promote parallel researches on problems common to all countries. Both invited and contributed papers are to be research oriented, i.e. either reports of original research or systematic evaluations of operating programs.

Titles and 250 word abstracts of papers from the Western Hemisphere should be sent to Dr. E. V. Cowdry, Chairman of the American Committee for Cooperation, Washington University Medical School, Saint Louis 10, Missouri. Official travel agency for payment of the Congress registration fee and for travel arrangement is Convoys, 1133 Broadway, New York.

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The campus of Mexico's beautiful new University was the site of the First Pan-American Gerontological Congress which attracted 350 scientists and other gerontologists from the Western Hemisphere. Delegates from 4 European countries were led by Dr. Enrico Greppi, President of the Fourth International Gerontological Congress.

The meeting in Mexico City offered 5 days of intensive scientific discussions and unique opportunity for North and Latin Americans to pool ideas and techniques. Other outcomes of the Congress were a resolution for the establishment of a National Institute of Gerontology in each country of the Hemisphere; creation of a Pan-American Society of Gerontology; rapid extension of income, employment, health and other services to older people; and international exchange of students of gerontology.

Hardworking Presidente of the Congress was Dr. Manuel Payno, Avenida Cuauhtemoc 10-3, Mexico 6, D. F. Dr. Payno presented medals and citations to 35 leaders on behalf of La Academia Mexicana De Gerontologia.

(Continued on page 4)

Aging

Issued Bi-monthly by

U. S. DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE

Marion B. Folsom, Secretary

Social Security Administration
Public Health Service

Office of Education

Food and Drug Administration

Office of Vocational Rehabilitation

Saint Elizabeths Hospital

American Printing House for the Blind

Gallaudet College

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No. 27 - January 1957

AGING is a medium for sharing information about programs and activities among agencies and organizations in the field, their staffs and board members and other interested individuals. Communications and items suitable for publication should be sent to Clark Tibbitts, Chairman, Committee on Aging, of the Department, Washington 25, D. C.

Subscription: 50 cents a year for 6 issues, domestic; 15 cents addition for foreign mailing; 10 cents for single copy. Send to Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. The printing of this bulletin has been approved by the Director of the Bureau of the Budget, August 13, 1954.

HEW Broadens Its Approach To the Aging Challenge

Aging is happy to announce the appointment of William C. Fitch, formerly Assistant to the Director of the Bureau of Old Age and Survivors Insurance, to be Director of a Special Staff on Aging for the Department of Health, Education, and Welfare in the Office of the Secretary.

Mr. Fitch has recently returned from Israel where he spent a year as a consultant to the Israeli Government as a Social Insurance Advisor. His new appointment stems from an effort to bring into sharper focus the activities of the entire Department in so far as they relate to aging, and to establish an administrative procedure to coordinate the very considerable expansion of these activities which has already taken place within the Department and which is expected to continue at an increased tempo during the next fiscal year.

On the Special Staff on Aging, Clark Tibbitts continues as Chairman of the Committee on

Aging with additional responsibilities for helping to shape overall Departmental policy in aging matters, and Louis Ravin continues to serve as Secretary of the Federal Council on Aging.

Plans for next fiscal year call for a substantial increase in the number of Staff personnel which will make possible a greatly expanded program.

Within the various operating agencies of the Department the "way the wind blows" is already evident. The Public Health Service has recently named Dr. John D. Porterfield as Assistant Surgeon General with responsibility for coordinating all PHS activities as they relate to aging. Dr. John B. Holden, formerly of Michigan State University, has been brought into the Office of Education as a specialist in adult education with emphasis on education for later maturity. The National Institutes of Health have established a Center of Aging Research under the direction of Dr. G. Halsey Hunt to coordinate and develop their research in aging. And the Social Security Administration has set up a special Committee on Aging within the Office of the Commissioner.

(Conference-- Continued from p. 3)

The Role of Higher Education in Retirement Planning and Counseling was the theme of the Twelfth Annual Higher Education Conference sponsored by New York University which was held December 8. In attendance were representatives of colleges, business, industry, government and community organizations. Papers presented at the Conference will constitute the contents of the January 1957 issue of the Journal of Educational Sociology published by N. Y. U., Washington Sq., New York 3. Single copies 35 cents.

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1956 witnessed the first annual convention of the National Geriatrics Society, Inc. NGS is an organization of hospitals, sanitoriums, homes for the aged, nursing homes, and similar institutions caring for the aged. Primary purpose of the Society is to educate and exchange ideas among its membership. First annual convention, held at Dallas, focused almost entirely on rehabilitation of the elderly patient. Next national convention will be held at Hotel Statler in Washington, D. C. May 21-23, 1957. Information available from President Emeritus J. M. Hoffman, 280 Riverside Drive, New York 25.

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Plans are being made for a New England Conference on Aging to be held June 12, 1957 at Amherst, Mass., a day before the New England Health Institute. Theme will be "Aging--Progress and Action in New England". Also in the making is the formation of a New England Gerontological Society.

News of the State Commissions

In August, Colorado's new (1955) Governor's Commission on the Aged issued its first report, supplemented with proposed legislation. The report carries several recommendations for strengthening the income and health positions of the State's older people and is documented with a precise analysis of income, needs and costs. The objective, says the report, is to "give Colorado the most enlightened and liberal old age assistance program in the United States". For information write to Miss Charline Birkins, Secretary, Office of the Governor, Denver.

The Way the Wind Blows

Winners of the architectural competition sponsored by the National Committee on the Aging of the National Social Welfare Assembly for designs for a home for the aged (to include an infirmary and rehabilitation facilities) were announced on October 30 at a dinner at the Hotel Biltmore in New York City.

The first prize of \$5,000 was awarded to Joe J. Jordan, Philadelphia architect, and Hanford Yang, an advanced student at the Massachusetts Institute of Technology, for their joint plan. The firm of Bellante and Clauss, Philadelphia, was awarded the second prize of \$2,500 for a plan designed by Jane West Clauss and Alfred Clauss. Gerhardt Liebman, associated with A. E. Poor of New York City, received the third prize of \$1,000. Three additional plans were given honorable mention with prizes of \$500 each.

The competition is an extension of four years of work by the National Committee on the Aging to improve standards of institutional care for the aged. It was conducted in cooperation with Architectural Record and The Modern Hospital with the purpose of stimulating imaginative planning for a type of building rapidly increasing in importance but which is relatively new to architects and about which there is practically no reference material. More than 1200 persons competed. Administrative costs and prizes were provided through a grant from the Frederick and Amelia Schimper Foundation. The January issue of Architectural Record will carry an 8-page illustrated article on the competition, a reprint of which may be had by writing the National Committee on Aging at 345 E. 46th St., N.Y. 17, N.Y.

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Recently organized, the Texas Golden Age Society is a non-profit statewide organization of Senior Citizens Clubs with County Chapters to help local groups plan for recreational and social services. Particularly active is the

Harris County Chapter, which is planning a Headquarters with a library and reading room, craft instruction, work shop, etc., and also a noteworthy innovation in the form of a "day nursery" for older people requiring care while their relatives are at work. The latter will be operated with the help of the Ladies in Gold, a volunteer group of younger women. Chairman of the Board of Trustees of the Society is Edward F. Lenox, Houston, Texas.

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The Age Center of New England (see Aging 23 and 26) announces the incorporation of the Age Center of Rhode Island, located in Providence, as an affiliate. Mrs. George Metcalf, an interviewer at the Boston Center spearheaded the new organization. Exact address will be made known later, according to The Center News for Nov. 1956. Write the Boston office at 160 Commonwealth Ave. for further details.

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A New Look at the Old, a series of six half-hour television programs concerned with the major problems of the aging, was presented in November and December by the Massachusetts Department of Education and WBL-TV in Boston. Dr. Claire Ryder, Lecturer on Gerontology, Harvard School of Public Health, was hostess.

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The Brotherhood of Teamsters--AFL-CIO announces a pension plan providing monthly payments of \$90.00 for the first five years of retirement beginning with age 60. At age 65 when Social Security benefits become due, payments will drop to \$22.50. Plan is expected to go into operation in February 1957, with total cost to be borne by management, according to James R. Hoffa, International Vice-President, Detroit, Michigan.

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Sidney Hillman Medical Center (of the Male Apparel Industry of Philadelphia) provides the location for a new Recreation Center opened in November under the joint management of the Amalgamated Clothing Workers of America and the Philadelphia Clothing Manufacturers Assn. Operating as an arm of the Medical Center program, the new Recreation Center is stressing general social adjustment as well as leisure time activities for the 1500 retired members of the union. Write Mrs. Isobel Ferguson Hargadine, Director, of the Center, 2116 Chestnut St., Philadelphia 3.

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FLASH This box represents last minute space juggling to enable us to announce that the dates of the 10th Annual University of Michigan Conference have been set for June 24-26. ED.

The Florida Development Commission has initiated a large scale educational campaign to develop employment opportunities for older persons. The Associated Industries of Florida and 25 Trade Associations have circulated an appeal by Governor Collins. Plan is to reach all told some 36,000 employers. For information write J. M. Buck at the Commission, Caldwell Building, Tallahassee.

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Last October the enterprising Senior Citizens Service Center of Los Angeles (see Aging 22) sponsored a 4-day free workshop to prepare volunteers for service in aging. Authorities on social welfare, and physical and mental health dealt with the needs of older people. On termination of the sessions volunteers were assigned according to interest as well as availability.

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San Francisco counted successful its first Senior Citizens Conference,--which was, indeed, probably something of a "first" in the country. Purpose was to offer seniors opportunity, through 9 discussion groups, to state what they want in order to make extended life worthwhile. In many cases, apparently, the "ideas of the experts" came out second best. For a mimeographed report write to Edward W. Haworth, Marina Adult School, 3500 Fillmore St., San Francisco 23.

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More housing news from Massachusetts. Senior Living Inc. has been incorporated to operate a non-profit apartment hotel type of residence for older people who can meet charges sufficient to enable the project to become self-supporting. Plans call for a building of between 100 and 200 one-and two-room kitchenette apartments, with a central dining room, and a trained nurse in attendance. George P. Davis, chairman of the Massachusetts Council for the Aging is the president. The moving spirit is the Women's Educational and Industrial Union. Constance Williams, Educational Director of the Union, will supply further information if you write her at 264 Boylston St., Boston 16.

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Olin E. Oeschger is the new General Secretary of the Board of Hospitals and Homes of the Methodist Church, 740 Rush Street, Chicago 11. He has been a member of the staff of the Board since 1945. The outgoing Secretary, nationally-known Dr. Karl P. Meister, will serve the Board as a member-at-large. Dr. and Mrs. Meister will make their home at 259 Hamilton Avenue, Elyria, Ohio.

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San Joaquin County, Calif. is proud of its new Singlemen's Home. Of functional construction and costing \$145,000, 3 identical wings house a total of 120 men in semi-private rooms. Dining and recreational fa-

cilities occupy a fourth central structure. Garden plots for residents are part of the plan which not only gives adequate new housing to indigent men but relieves the pressure on the San Joaquin General Hospital. Welfare Director is Charles Stuart.

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News comes that the efforts of the New York City Board of Education to recruit retired scientists and engineers for teaching positions (see last issue of Aging) have already brought 56 applications of qualified people.

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Under the expert guidance of its President, Mrs. R. J. Aronson, the year-old Council on Aging for Seattle and King County, Wash., is making steady progress. A lively conference held Oct. 9 focused a good action program. And the University Kiwanis Club has offered to build the activities-counseling center which was the Council's first objective (see Aging 22), provided the Council can provide funds to equip and staff it. Mrs. Aronson's address is 1725 Interlaken B'lv'd., Seattle.

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Adult Education in Washington State. Everett Junior College is allowing people over 60 to join most evening classes free. Oldest registrant last fall was 77. Most popular subject was group discussion.

Like many other Junior Colleges, Lower Columbia Junior College is helping middle-aged persons prepare for a second career. Enrollment figures show an increasing number of mature people registering, several full-time. Most of them are women preparing themselves for teaching jobs. Details from Governor's Council for Aging Population, P. O. Box 1162, Olympia.

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"Problems of an Aging Population" was the subject of a 3-month U. of Calif. Extension course at San Francisco last fall. Slanted for workers in the field, course was given by Miss Florence Vickery, Exec. Dir. of San Francisco Senior Center, assisted by an impressive list of guest lecturers. U. OF C. Extension, 2441 Bancroft Way, Berkeley 4.

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A three-year health study has been launched by the Council of Jewish Federations and Welfare Funds, 165 W. 46th St., New York 36. The research plan is designed to study community efforts, in a dozen large cities throughout the United States, to coordinate services of general hospitals with such other facilities as chronic care institutions, homes for the aged, nursing homes, family service agencies, home medical care projects, and vocational rehabilitation agencies. Director is Dr. Milton I. Roemer. Study will be financed principally by a grant of \$185,000 from the Public Health Service of the U. S. Department of Health, Education, and Welfare.

New York City's Jewish Ass'n. for Neighborhood Centers is offering consultation service to synagogues to assist them in organizing their programs for older people. Address Arthur Cohn, Director, Group Work Service, at the Association, Lexington Ave. & 92nd St., N. Y. 28.

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The University of Toledo (Ohio) is presenting a series of 6 free Sunday lectures "New Horizons for the Senior Citizen", for 1956-57, by authorities on religion, health, employment, education. Each will be accompanied by a film showing with open discussion to follow. Address the University at Toledo 6.

Books, Pamphlets and Reports

Aging: A Current Appraisal. Edited by Irving L. Webber. Gainesville: University of Florida Press. 1956. Pp. 179. \$2.50. Report of Florida's Sixth Annual Southern Conference on Gerontology. Offers a useful account of trends in several aspects of the field and important new data on biological intelligence and retirement farming and an advanced paper on congregate living. Well-worth having by all program planners.

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Horizons for Older People by George Gleason. New York: The Macmillan Co. 1956. Pp. xi + 137. \$2.95. The author moved from a long YMCA career into a variety of voluntary services one of which has been the production of this book. It represents an amazing collection of thumbnail sketches of programs, ideas, and resources bent toward opportunities for churches, but with much of value for other groups, too.

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Psychological Aspects of Aging. Proceeding of a Conference on Planning Research, Bethesda, Maryland on April 24-27, 1955. John E. Anderson, Ed. Published by American Psychological Association, 1333 Sixteenth Street, N.W. Washington 6. Pp. 323. \$2.00 (See Aging, March 1956.) Gives full reports of 5 areas of discussion by 28 leading scientists brought together by the Association and the National Institute of Mental Health. Subjects included are: (1) personal and social adjustment, (2) assessment of aging, (3) perceptive and intellectual abilities, (4) learning, motivation, and education, and (5) functional efficiency, skills, and employment.

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A Review of Physiological and Psychological Changes in Aging and Their Implications for Teachers of Adults. By Samuel E. Hand, Florida State Department of Education, Tallahassee. June 1956. 31 pp. offset. The title describes this publication quite exactly and it offers much useful information for all who are engaged in any form of teaching adults,--particularly older ones.

In Guides to Action on Chronic Illness, the report of the National Health Forum held by the National Health Council, March 1956, in New York City, 47 participants analyze the efforts of pioneering communities to stem the tide of chronic illness. Particularly interesting are the 14 "success stories" of achievement in health as a result of broad cooperative community effort. With an outline of the national situation presented by top authorities and a checklist of services for communities to develop. 88 pp., paper bound. Available from the Council 1790 Broadway, New York City. Single copies \$1.00, less in quantity.

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Washington's State's Governor's Council for Aging Population has ready "Good Health", Section 6 of its valuable loose leaf handbook Active Living in Added Years (see Aging Sept 1955). A meaty document on health problems, safety helps and suggestions for organizing a community home care nursing program. Available through Council's chairman, V. E. Thoren, P O Box 1162, Olympia. Supply of Sections 1-5 has already been exhausted.

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The December issue of International Altrusan, edited by enterprising Lucille Hecht, is entirely devoted to matters of aging. Single copies 25 cents. 332 S. Michigan Avenue, Chicago 4.

Foreign Visitors Available For Speaking Engagements

Lord Basil Amulree, geriatrician and proponent of old people's health welfare measures, will be in the United States during the latter part of May and June of 1957 and may be available for lectures. Lord Amulree is well-known to many Americans through his writings and visits to the United States. He is one of England's foremost leaders in medical, rehabilitation, and housing programs for older persons. Organizations interested in having Lord Amulree as a speaker may address him at St. Pancras Hospital, 4 St. Pancras Way, London NW1, England.

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Dr. Ali Berggren, in charge of old age housing and other programs in Sweden, may be in the United States during the latter part of the summer or early fall. If Dr. Berggren comes to the United States, he would probably be available for talks and consultations on services and housing for older people. It is probable that no country in the world provides better old age homes than Sweden. Dr. Berggren's address is Royal Social Board, Stockholm 2, via Bromma, Sweden.

Family Medical Costs and Voluntary Health Insurance: A Nationwide Survey, by Odin W. Anderson, with Jacob J. Feldman. The Blakiston Division, McGraw-Hill Book Company, Inc. New York, 1956. Pp. 90 with an appendix of 108 statistical tables. \$6.50. This is an extremely valuable book. Based on data collected by going into the homes of a carefully selected sample of American families, it reports how the costs of personal health services are distributed among families, how many have health insurance and what are its effects in spreading medical care costs. Twenty three tables contain data by age, and some of them classify the expenditure data, and the data dealing with use of hospitals, doctors, etc., by both age and income. Highly recommended to persons concerned with the problems of medical care and its cost among the aged.

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Projections of the Labor Force in the United States, 1955 to 1975. Current Population Reports, Series P-50, No. 69. Bureau of the Census, Washington 25, D. C., Oct. 1956. These projections will be of interest to all who are concerned with employment and retirement of middle-aged and older men and women. When 1950-55 trends are projected to 1975 a number of startling results appear.

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Minnesota Plans Broad Program To Meet Aged Needs is the title of the survey of activities and plans which occupies the entire October issue of Minnesota's Health. Dr. R.N. Barr, Executive Officer. State Department of Health, Minneapolis 14 will be glad to send you a copy.

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California's Department of Social Welfare has issued a 1956 edition of their Directory of Private Institutions for Aged Persons. Lists pertinent information including admission policies and rates. Available from the Department, 722 Capitol Avenue, Sacramento.

Nursing Home News. An article by Jerry Solon reporting on a study of the characteristics and care of long-term patients in proprietary nursing homes appears in Public Health Reports for July 1956. The study, conducted by the Commission on Chronic Illness and the Public Health Service of D/HEW, was participated in by nursing homes in 13 States. In the August issue, Ferne Hobson Britt and Margaret H. Jacks report on the findings of a study, conducted cooperatively by the Florida State Departments of Public Welfare and Health, into the costs of care of aged and infirm residents in well over 100 Florida nursing and boarding homes.

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A "take-it-easy" tennis game that is recommended for oldsters by the American Medical Association is described in Recreation Development for October 1956. Address Bureau of Recreation, 520 East State Street, Trenton 7, New Jersey.

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Assistance Payments Under State-Federal Programs: September 1955. A series of 11 tables showing State maximums on payments under the four special types of public assistance. Published July 1956 by the Bureau of Public Assistance, Social Security Administration, D/HEW.

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"Social Security Amendments of 1956: A Summary and Legislative History" by Charles I. Schottland, Social Security Bulletin, September 1956. Comprehensive review and analysis by the Commissioner of Social Security.

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Characteristics of State Public Assistance Plans. Public Assistance Report No. 27. U. S. Department of Health, Education, and Welfare. 1956. Available from U. S. Govt. Printing Office, Washington 25, for 65 cents. Pertinent information on 15 aspects of State plans for old-age assistance, aid to the blind, dependent children, permanently and totally disabled.

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